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PERSONNEL NEEDS AND SUPPLY IN VOCATIONAL TECHNICAL EDUCATION ABOVE LOCAL TEACHER LEVEL.

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THE SUPPLY OF TRAINED PERSONNEL AT ALL EDUCATIONAL LEVELS MAY BE THE MOST CRITICAL LIMITING FACTOR IN MEETING THE DEMANDS NOW FACING VOCATIONAL EDUCATION. QUESTIONNAIRES WERE SENT TO STATE DEPARTMENTS OF VOCATIONAL EDUCATION AND TEACHER TRAINING DEPARTMENTS TO DETERMINE NEEDS FOR SUPERVISORS, RESEARCHERS, TEACHER TRAINERS, AND SUBJECT MATTER SPECIALISTS. AN ADDITIONAL INSTRUMENT WAS SENT TO TEACHER TRAINING DEPARTMENTS TO ASCERTAIN THE NUMBER OF GRADUATES AT THE MASTER'S AND DOCTORATE LEVEL. REPLIES WERE RECEIVED FROM 29 DEPARTMENTS OF VOCATIONAL EDUCATION (54 PERCENT) AND 179 TEACHER TRAINING DEPARTMENTS (36 PERCENT) REPRESENTING 111 INSTITUTIONS. A MAJOR FINDING WAS THAT 1,276 ADDITIONAL PERSONNEL WERE NEEDED AT THE STATE AND LOCAL LEVELS. CONCLUSIONS WERE--(1) THERE IS AN EXTREME SHORTAGE OF QUALIFIED PERSONNEL FOR LEADERSHIP POSITIONS IN VOCATIONAL EDUCATION, (2) THIS SHORTAGE WILL BECOME MORE SEVERE AS PRESENT PROGRAMS ARE EXPANDED AND NEW PROGRAMS ARE ADDED, AND (3) SOME PROGRAM OF LEADERSHIP DEVELOPMENT AND TRAINING MUST BE INITIATED IF VOCATIONAL EDUCATION IS TO FULFILL THE COMMITMENT OF THE VOCATIONAL EDUCATION ACT OF 1963. AN INTENSIFIED RECRUITMENT PROGRAM BY COLLEGES AND UNIVERSITIES AND BY STATE DEPARTMENTS OF VOCATIONAL EDUCATION SHOULD BE INITIATED TO INCREASE THE SUPPLY OF TRAINEES FOR VOCATIONAL EDUCATION POSITIONS AT THE LOCAL AND STATE LEVEL. (SL)

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Personnel Needs And Supply In Vocational Technical Education Above Local Teacher Level

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OFFICE OF EDUCATION

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Personnel Needs And Supply In Vocational Technical Education Above Local Teacher Level

As vocational education programs expand and as other programs are initiated, the need for personnel in supervisory, research, teacher training, and subject matter positions expands concomitantly. Many are predicting that the supply of trained personnel at all levels may be the most critical limiting factor in meeting the new demands now facing vocational education. If this phase of our educational program is to meet the needs of the future, we must have men and women with the education and background in occupational training so essential to successful teaching.

The Vocational Research Coordinating Unit of Oklahoma has attempted to determine these personnel needs at the state and district level and the potential supply of graduates above the baccalaureate level. Questionnaires were sent to each state department of vocational education and to teacher training departments in the various colleges and universities. The instrument covering present and immediate future personnel needs (September 1, 1966) was sent to both state departments and teacher training departments on the theory that each department might be aware of different needs at the level of supervisor, researcher, teacher trainer, and subject matter specialist. An additional instrument was sent to teacher training departments to ascertain the number of graduates at the Masters and Doctorate levels.

Twenty-nine state departments of vocational education (54 percent) and 179 teacher training departments (36 percent) representing 111 institutions responded to the request for information. Replies from within each state were matched in order that no duplication of numbers would be reported. (A list of these departments will be found at the end of this

TABLE I

Vocational Technical Education Personnel Needs Excluding Teachers As Indicated by 29 State Departments and 179 Teacher Training Departments

	Supervisor	Researcher	Teacher Trainer	Subject Matter Specialist	Total
Agricultural Education	26	17	35	25	103
Distributive Education	22	6	23	20	71
Distributive Occupations	9	4	4	14	31
Cooperative Office Education	84	16	68	49	217
Trade & Industrial Education	70	14	57	78	219
Vocational Home Economics	42	20	67	51	180
Technical Education	32	11	21	32	96
Health Occupations	27	4	11	36	78
Vocational Counselors	46	7	40	27	120
Directors, Area Vocational Schools	—	—	—	—	54
Local or County Vocational Directors	—	—	—	—	78
Others	17	5	4	3	29
Total	375	104	330	335	1276

report.) The figures reported in this publication reflect the personnel needs as seen by the responding departments and no attempt was made to infer what the national situation is.

This study shows that in general the supply of graduates above the baccalaureate level would fill 50 percent of the demand for vocational educational personnel at the state and district levels, if all were available for these vacancies. When we consider that many of those receiving Masters degrees will go back into or remain in teaching, the situation becomes even more acute.

PERSONNEL NEEDS

Summarization of the information pertaining to personnel needs (Table I) received from 54 percent of the state departments of vocational education and 36 percent of the teacher training departments indicates a total of 1,276 individuals will be needed as supervisors, researchers, teacher trainers, and subject matter specialists. One hundred thirty-two of these will be directors of area vocational technical schools or local or county vocational directors. The large number of subject matter specialists needed would indicate that the states are making a major effort to supply teachers with the information they need to keep current in their teaching. The need for researchers is probably influenced somewhat by the fact that many teacher training personnel will be assigned research work for a portion of their time.

PERSONNEL SUPPLY

The 179 Vocational Teacher Training Departments which responded to the questionnaire on potential employees indicated that they will graduate 538 masters candidates and 64 doctoral candidates in the spring and summer of 1966 (Table II). The staffs of the institutions reporting these figures were careful to point out that many of these graduates, especially those receiving the masters degree, were either presently teaching in secondary school vocational programs or would return to such a position upon completion of their degree. This means, of course, that they will not be available to alleviate the shortage which exists at the state level in state departments of vocational education and colleges and universities. No service area of vocational education is preparing personnel in numbers which the study indicates they will be needed; however, the most severe shortage seems to be in areas of Cooperative Office Education, Trade and Industrial Education, and Technical Education where the total number of graduates would supply less than one-third of the personnel needed.

TABLE II

Vocational Technical Education Graduates Above Baccalaureate As Indicated By 179 Teacher Training Departments

	No. Teacher Ed. Depts. Reporting	Masters Degree Graduates	Doctoral Degree Graduates
Agricultural Education	33	139	22
Distributive Education	16	57	3
Distributive Occupations	7	6	0
Cooperative Office Education	15	62	1
Trade & Industrial Education	23	73	8
Vocational Home Economics	68	180	23
Technical Education	11	21	7
Health Occupations	6	0	0
Total	179	538	64

SOME CONCLUSIONS AND OBSERVATIONS

From the figures presented in this report it can be concluded that:

1. There is presently an extreme shortage of qualified personnel for positions of leadership in vocational education.
2. This shortage will become more severe as present programs are expanded and new programs are added.
3. Some program of leadership development and training must be initiated if vocational education is to fulfill the commitment of the Vocational Education Act of 1963.

While not a part of the research for this report, the author would like to make the following observations:

1. The greatest potential source of leadership personnel for vocational education is in the pool of well-qualified, experienced teachers of vocational education.
2. A greatly expanded program of assistance to masters and doctoral degree candidates would help to move our better teachers into roles of greater responsibility on the state and national level.
3. An intensified recruitment program by colleges and universities and by state departments of vocational education should be initiated to increase the supply of trainees for vocational education positions at the local and state level.

State Departments of Vocational Education included in the study of "Personnel Needs and Supply in Vocational Technical Education Above Local Teacher Level"

Arizona
Connecticut
Georgia
Idaho
Indiana
Iowa
Louisiana
Maine
Michigan
Missouri
Mississippi
Nebraska
Nevada
New Hampshire
New Mexico
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
Puerto Rico
Rhode Island
Tennessee
Utah
Virginia
West Virginia
Wisconsin
Wyoming

Teacher Training Departments in the following colleges and universities included in the study of "Personnel Needs and Supply in Vocational Technical Education Above Local Teacher Level"

Alabama
- Auburn University
- Tuskegee Institute
- University of Alabama

Alaska
- University of Alaska

Arizona
- University of Arizona

Arkansas
- Arkansas A & M College
- Arkansas State Teachers College
- Henderson State Teachers College
- Ouachita Baptist College

California
- Pepperdine College
- University of California
- Whittier College

Colorado
- Colorado State University

Delaware
- University of Delaware

Florida
- Florida A & M University
- Florida State University
- University of Miami

Georgia
- Georgia Southern College
- University of Georgia

Idaho
- University of Idaho

Illinois
- Eastern Illinois University
- Illinois State University
- Northern Illinois University
- Southern Illinois University
- University of Illinois

Indiana
- Ball State Teachers College
- Indiana University
- Purdue University

Iowa
- Iowa State University

Kansas
- Kansas State College of Pittsburg
- Kansas State Teachers College
- Kansas State University
- University of Kansas

Kentucky
- Eastern Kentucky State College
- University of Kentucky

Louisiana
- Louisiana State University
- Southern University of Louisiana

Maryland
- Hood College
- University of Maryland

Massachusetts
- University of Massachusetts

Michigan
- Eastern Michigan University
- Michigan State University
- Northern Michigan University
- University of Michigan
- Western Michigan University

Minnesota
- Augsburg College
- Concordia College
- Mankato State College
- Saint Olaf College
- University of Minnesota

Mississippi
- Alcorn A & M College
- Jackson State College
- Mississippi State University
- University of Southern Mississippi

Missouri
- University of Missouri

Montana
- Montana State University

Nebraska
- Kearney State College
- University of Nebraska

New Jersey
- Montclair State College
- Rutgers State University

New Mexico
- Eastern New Mexico University
- New Mexico Highlands University
- New Mexico State University
- University of New Mexico

New York
- Columbia University
- Cornell University
- State University College at Oswego
- State University of New York at Albany

North Carolina
- North Carolina State University
- University of North Carolina

North Dakota
- North Dakota State University
- State School of Science

Ohio
- Ohio State University

Oklahoma
- Oklahoma College of Liberal Arts
- Oklahoma State University

Oregon
- Oregon State University

Pennsylvania
- Albright College
- Carnegie Institute of Technology
- Mansfield State College
- Mercyhurst College
- Pennsylvania State University
- Temple University

Rhode Island
- University of Rhode Island

South Carolina
- Clemson University
- South Carolina State College
- Winthrop College

South Dakota
- South Dakota State University

Tennessee
- A & I State University
- Middle Tennessee State University
- University of Tennessee

Texas
- Baylor University
- East Texas State University
- Sam Houston State Teachers College
- Stephen F. Austin State College
- Texas A & M University
- University of Texas

Virginia
- Longwood College
- Virginia Polytechnic Institute
- Virginia State College

Washington
- Washington State University

West Virginia
- West Virginia University

Wisconsin
- Stout State University
- University of Wisconsin

Wyoming
- University of Wyoming

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